

**PHYSICAL EXAMINATION REQUIREMENTS**

**I . Introduction**

The intent of this policy is to ensure academy directors that all personnel entering training are physically capable of performing those tasks requiring physical activity. It simply requires that the physician be advised of the nature of the academy's physical training requirements for entry-level programs. The physician can then determine if the individual is physically capable of performing those requirements or identify physical limitations which may have the potential for serious injury due to a pre-existing condition.

**II . Requirements**

A . Academies shall have a policy for insuring the physical fitness of students assigned for entry-level training.

- 1 . The policy shall include a procedure for ensuring that agency medical personnel performing physical examinations are aware of the rigors of entry-level training.
- 2 . The policy shall require physicals to be performed within twelve months prior to training.

**III . Guidance**

A . The following guidance is designed to assist you in developing a policy statement, parameter guidelines and a physician's report form. This guidance is not mandatory but serves as a model which may be adapted to best serve your particular needs. Your focus should be on the substance of the documents and not on format. If you already have developed these forms and the main concepts are covered, there is no need to recreate other forms. The following are the major points that need to be considered when developing a physical examination policy.

**IV . The minimum points that need to be incorporated in the policy statement are:**

- A . A statement requiring the trainee candidate to be examined by a licensed physician prior to attending training.
- B . A training parameter guideline developed to the specific academy's program which is forwarded to the employing agency. In turn the agency will provide the guidelines to the examining physician.
- C . A statement to be forwarded by the employing agency to the academy indicating the trainee has been examined by a licensed physician and is physically capable of performing all training required.
- D . Pertinent information which may apply only to your academy.

**V . Training Parameter Guidelines**

These guidelines should indicate not only the basic minimum requirements for entry-level training, but also the parameters for training that the individual academy has established beyond minimum standards. It should also be noted that part of the training is performance-based and that the recruit will be required to actually perform many of the functions required in the position for which he/she is entering training. This includes training that places recruits in both physically and mentally stressful situations designed to elicit spontaneous responses. As a result, the employing agency should ensure that the examining physician makes sure the recruit is physically sound and free of any physical or mental condition which would interfere with his/her ability to perform the duties of the position for which he/she is

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entering training. The academy director or employing agency head should distinguish which category of officer the recruit will fall under: Law Enforcement Officer, Jailor/Custodial Officer, or Courtroom Security/Process Server.

### **A . Law Enforcement Officer**

#### **1 . Strenuous physical exercise requiring:**

- a . Physical Agility
- b . Strength
- c . Musculoskeletal Range of Motion (to include joints)
- d . Neuro-Muscular Coordination, Hand-Eye Coordination and Balance
- e . Cardiopulmonary Stamina and Aerobic Endurance

##### **(1) Areas of training requiring physical exercise include:**

- (a) Use of non-deadly weapons requiring use of a baton to subdue an aggressive suspect, proper footwork, maintaining of body balance, and escaping from an aggressive grab.
- (b) Unarmed confrontations utilizing control holds and take-down tactics that place force on joints and extremities, self-defense techniques that require strength, stamina and agility and disarming suspects with various weapons.
- (c) Unusual hazardous situations such as auto accidents or disaster sites where the lifting and removal of victims may be necessary, or where the administration of first aid and CPR are required.
- (d) Operation of a motor vehicle under emergency conditions requiring safe driving techniques, skid control, backing and defensive driving.
- (e) The pursuit, arrest, and restraint of aggressive/hostile suspects requires all aspects of physical exercise.
- (f) Identify and use the practical mental, emotional and physical preparation and response to officer ambush or sniper situations both on foot and in a vehicle.

#### **2 . Vision - requirements set by employing agency to include:**

- a . Color Distinction
- b . Night Vision
- c . Depth of Field/Peripheral

##### **(1) Areas of training requiring correct functioning of vision areas are:**

- (a) Observation techniques, on foot, in a vehicle and during investigations;
- (b) Firearms training requiring completion of day and night target and combat ranges;
- (c) Vehicle operations, color distinction of signs and suspect vehicles, and emergency traffic situations require visual acuity in all areas; and

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(d) Officer survival in all suspect confrontation situation, ambush or sniper situations, and handling multiple arrests require normal depth of field and peripheral functioning.

3. Hearing - requirements as set employing agency. Under normal circumstances, the ability to hear classroom and field instruction is needed.
4. Physical ability to fire a handgun and/or shotgun. The student should have no physical deformity, defect or restriction which would prevent to cocking and firing of a handgun or shotgun. Firearms training requires the student to fire from the standing, kneeling, sitting and prone positions. Combat ranges require mobility and the use of various barriers. Both day and night training are required.
5. Training is both physically and psychologically stress oriented to elicit spontaneous reactions. Students are placed in situations where they must make critical life and death decisions such as: when to use deadly force, shoot/no-shoot situations, disaster response, ambush and sniper attacks, domestic violence and response to various in-progress criminal activity. Any psychological abnormalities observed during the physical exam should be explored and thoroughly documented.

**B. Jailor/custodial Officer**

1. Strenuous physical/exercise requiring:
  - a. Physical Agility
  - b. Strength
  - c. Musculoskeletal Range of Motion (to include joints)
  - d. Neuro-Muscular Coordination, Hand-Eye Coordination and Balance
  - e. Cardiopulmonary Stamina and Aerobic Endurance
  - (1) Areas of training requiring physical exercise include:
    - (a) The handling of unusual, intoxicated, violent or assaultive prisoners;
    - (b) Transportation of prisoners and the use of physical restraints;
    - (c) Unarmed confrontations utilizing control holds and take-down tactics that place force on joints and extremities and the use of self-defense techniques that require strength, balance, stamina and agility;
    - (d) Use of non-deadly weapons requiring use of a baton to subdue an aggressive inmate, proper footwork and maintaining body balance; and
    - (e) React to hostage and riot situations to control inmates and restore normal operation.
    - (f) All situations require the student to perform in simulated exercises that necessitates strength, agility, coordination and stamina.
2. Vision requirements set by employing agency. Visual acuity needed for training in observation and monitoring of prisoner populations, transportation of prisoners, receiving and discharging inmates, escape prevention, search for escapees, and handling inmate disturbances.
3. Hearing requirements set by employing agency. Under normal circumstances, the ability to hear classroom and field instruction is needed.

4. Physical ability to fire a handgun and/or shotgun. The student should have no physical deformity, defect or restriction which would prevent the cocking and firing of a handgun or shotgun. Firearms training requires the student to fire from the standing, kneeling, sitting and prone positions. Combat ranges require mobility and the use of various barriers.
5. Training is both physically and psychologically stress oriented to elicit spontaneous reactions. Students are placed in situations where they must make critical decisions regarding first aid response, cell search, escape attempts and hostage and riot situations. Any psychological abnormalities observed during the physical exam should be explored and thoroughly documented.

**C. Courtroom Security/Process Server**

**1. Strenuous physical exercise requiring:**

- a. Physical Agility
- b. Strength
- c. Musculoskeletal Range of Motion (to include joints)
- d. Neuro-Muscular Coordination, Hand-Eye Coordination and Balance
- e. Cardiopulmonary Stamina and Aerobic Endurance

**(1) Areas of training requiring physical exercise include:**

Unarmed confrontations utilizing control holds and take-down tactics that place force on joints and extremities and the use of self-defense techniques that require strength, balance, stamina and agility;

**(b) The ability to react and subdue prisoners attempting to escape from court; and**

The ability to quell court disturbances restraining subjects as necessary to maintain order.

**(c) All situations require the student to perform in simulated exercises that necessitates strength, agility, coordination and stamina.**

2. Vision requirements set by employing agency. Visual acuity needed for training in observing and monitoring courtroom, security checks for explosives, personnel identification, package control and operation of an appropriate vehicle.
3. Hearing requirements set by employing agency. Under normal circumstances, the ability to hear classroom and field instruction is needed.
4. Physical ability to fire a handgun and/or shotgun. The student should have no physical deformity, defect or restriction which would prevent the cocking and firing of a handgun or shotgun. Firearms training requires the student to fire from the standing, kneeling, sitting and prone positions. Combat ranges require mobility and use of the various barriers.
5. Training is both physically and psychologically stress oriented to elicit spontaneous reactions. Students are placed in situations where they must make critical decisions regarding proper procedure for various process deliveries, how to handle courtroom security, explosives, courtroom disturbances, evacuation of courthouse and prevention of escape attempts. Any psychological abnormalities observed during the physical exam should be explored and thoroughly documented.

D . A physical examination certification should be signed by the physician and returned to the academy via the employing agency prior to any recruit being eligible to participate in training. This form should include the physician's name, the candidate's name, date of exam, candidate's position, whether he/she is or is not able to participate in training. If applicable, any restrictions should be specified by the physician. A model physical examination certification for follows:

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LICENSED EXAMINING PHYSICIAN'S REPORT

This is to certify that I, \_\_\_\_\_, M.D.,  
examined candidate \_\_\_\_\_  
on \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_ for the position of

☐ Law Enforcement Officer

☐ Jailor/Custodial Officer

☐ Courtroom Security/Process Service Officer

for

Department: \_\_\_\_\_

Address: \_\_\_\_\_

Based upon my review of past medical history, physical examination and laboratory studies,

candidate \_\_\_\_\_

☐ is

☐ is not

able to participate in training for the duties of the position noted above without restrictions, now and for the foreseeable future.

Comments:

Signature \_\_\_\_\_

Date \_\_\_\_\_